

August 5, 2017

To: NRLN DuPont Retirees Chapter

From: Jim Odle

Subject: Requesting Your Help to Grow the NRLN DuPont Retirees Chapter (DRC)

We need your help. There continues to be a need for Pension Plan Participants to be organized and prepared to advocate for our interests. DuPont's merger with Dow is expected to be completed this month and the split should occur 12-18 months later. While DuPont has stated that our pension plan will be safe, our concerns about the long-term security of our pensions and its financial risks remain:

- DuPont has not indicated how the Pension Plan assets and obligations will be allocated across the spinoffs, or what the contribution plan is, beyond the \$2.9 Billion contribution announced in May.
- While the initial plan was for a 3-way split of the merged company, some activist investors are advocating a 6-way split, which can potentially complicate Pension Plan allocations. DuPont has engaged McKinsey and Co, a global management consulting firm, to help assess its spinoff options (see links to media articles on this topic in the right column of our webpage <http://www.nrln.org/CHAPTERS/DUPONT/duponthome.html>). More options bring more uncertainty about which spinoff(s) will carry DuPont's current pension obligations and how well they will be funded.

How can you help? We need a larger membership to strengthen the voice, capacity and influence of Pension Plan Participants. As we reported to you on 7/31/17, DRC has grown in the last year by 28% to 1561 members. Our goal is to build the membership to about 5,000 – to achieve this, we must accelerate our growth rate significantly. We believe this is possible, but ONLY if we all make the individually small, but collectively large effort, to get the word out to as many current and future DuPont retirees as possible, helping them to recognize the value of DRC, and ask them to reach out to their DuPont contacts, urging them to reach out to theirs, and so on, as we organically grow our network. Your role in this membership drive effort is vital – please take all the following steps, as appropriate to your situation:

1. If you have email distribution lists, we can upload them directly into our database. Recognize that anyone can unsubscribe from DRC membership, for any reason, with one click. If you are reluctant to give me email addresses without asking their permission, please contact me to discuss methods to do this, which I believe you may find acceptable.
2. Copy and email the suggested letter below to your DuPont contacts, who may not be DRC members.
3. Please post the suggested letter on your Facebook and/or LinkedIn page/timeline, and also send it to your DuPont FB friends and/or LI contacts, as a private message (the suggested note is under the 1,300 character limit for posting LI conversations on free accounts).
4. For Twitter, there is a 140 character message limit. Please use the suggested message below to tweet to your contacts.

Feel free to modify the suggested letter/postings as you think best.

Thanks for your help; please email me odlejk@gmail.com with any questions or comments.

Letter to your email network/contacts

Dear Fellow DuPont Retiree or Pension Plan Participant (or name):

DuPont's merger with Dow is expected to be completed this month and the split should occur 12-18 months later. DuPont has stated that our pension plan will be secure, although it has not indicated how the current pension plan will be allocated across the spinoff companies, or what the contribution plan is for the Pension Fund, beyond the \$2.9 Billion contribution announced in May. While the initial plan was for a 3-way split of the merged company, several activist investors are advocating a 6-way split, which can potentially complicate Pension Plan allocations. DuPont has engaged McKinsey and Co, a global management consulting firm, to

help assess its spinoff options (see links to media articles on these topics in the right column of our webpage <http://www.nrln.org/CHAPTERS/DUPONT/duponthome.html>). More options bring more uncertainty about which spinoff(s) will carry DuPont's current pension obligations and how well they will be funded - and therefore we have greater concerns about the long-term security of our pensions. For this reason, we need to continue to be organized and prepared to advocate for our interests, in case the pension allocation and funding decisions would appear to raise our financial risks.

In order to develop an organization that can respond to pension issues that may arise, we have formed the DuPont Retirees Chapter (DRC), under the umbrella of The National Retiree Legislative Network (NRLN), a non-partisan, non-profit lobbying organization, aiming to protect pension and other retiree income security, through legislative advocacy. As a chapter of the NRLN, we benefit from: 1) the work of a dedicated Washington lobbyist who advocates for legislation favorable to retirees, 2) guidance and contacts for coordinated advocacy with our political representatives in various states, 3) a webpage (<http://www.nrln.org/CHAPTERS/DUPONT/duponthome.html>) for posting specific information relative to our DuPont pensions, and 4) an email utility, which enables us to get timely information to our network on in-depth retirement issues analysis, lobbying activities and results, as well as on our continuing communication with DuPont senior management, around our more specific pension security concerns. To learn about these efforts, and get connected to our growing network of DuPont retirees, just go to our website (link above) and enroll yourself. The sign up link is at the top of the left column. There are no membership dues, but contributions are needed – \$25/yr is suggested, but any amount is accepted. Our membership list is confidential.

To keep the growth of our DRC network a self-sustaining process, please also forward this email to your own DuPont contacts to encourage them to visit our DRC website (link above) and enroll. For posting on your Facebook, LinkedIn page, and/or on Twitter, please select the appropriate suggested text below.

If you have any questions, or have trouble enrolling, please email Jim Odle, President, DRC (odlejk@gmail.com).

Best Regards,
Please put your name here

Note for posting On Facebook and LinkedIn (under 1,300 character limit for LI posting)

Join us to help protect the security of our DuPont pensions....

The DuPont Pension Plan remains underfunded, even after the recent major \$2.9 billion contribution. Not knowing DuPont's future contribution plans and asset/liability allocations across 3 planned, but potentially 6 spin-off companies, as well as speculations about "de-risking" the pension plan through insurance company buy-out, our pension security is a continuing concern.

Last July, we formed a DuPont Retirees Chapter (DRC), under NRLN, a national lobbying organization, dedicated to protecting retiree income security, focusing on pensions, Social Security and Medicare. We have about 1,560 DRC members (membership list is confidential and not published), and you are invited to join us. To review our notes about pension issues and communications with DuPont senior management, visit our webpage <http://www.nrln.org/CHAPTERS/DUPONT/duponthome.html> . There is no required fee to join NRLN. The enrollment link, at the top of the left column, takes you to a sign-up form.

To keep the growth of our DRC network a self-sustaining process, please also share this note with your own network of DuPont retirees, and re-post to your DuPont Facebook and LinkedIn contacts and encourage them to enroll as DRC members.

Suggested Message for Twitter (under 140 character limit)

Join DRC to help protect the security of our DuPont pensions. Go to <http://www.nrln.org/CHAPTERS/DUPONT/duponthome.html> to learn about pension issues and more.